ISSN 0041-7904

LIBRARY OF CONGRESS INFORMATION BULLETIN

Vol. 39, No. 36

September 5, 1980

Henriette Avram Named to New Processing Services Position

Henriette D. Avram has been named director for processing systems, networks and automation planning, Processing Services, effective August 25. Mrs. Avram, former director of the Network Development Office, is the first incumbent of this newly created position resulting from a departmental reorganization. The Network Development Office, established in 1976, is transferred from the Office of the Associate Librarian for National Programs to Processing Services as part of this reorganization.

Before joining the staff of the Library in 1965, Mrs. Avram served for four years as senior systems analyst with Datatrol Corp., Silver Spring, Md. In her position as assistant coordinator of information systems for the Library, her work led to the MARC Pilot Project, which was designed to test the feasibility and utility of converting cataloging data to machine-readable form at a central source for distribution to the library community. That pilot project led to the establishment in 1969 of the Library's distribution service for machine-readable cataloging records, which has become one of the most important influences on library automation in this country and abroad.

In 1970 Mrs. Avram was named chief of the MARC Development Office in the former Processing Department (now Processing Services). During her tenure, the office was responsible for the design and implementation of automation systems for the Library's technical processing operations as well as for many of the operations related to the products provided by Processing Services for the library community. With the increasing prominence of networking in the mid-1970s, development of programs at the Library to support a nationwide library network became important and led to the creation of the Network Development Office. The office works with other Library units in the development of short- and long-term programs. It has also played a leading role in the initial design of a computer-based nationwide library network and the development of library network

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standards in cooperation with such organizations as the National Commission on Libraries and Information Science, the Council on Library Resources, Inc., library network organizations, professional organizations, national and international standards organizations, and other libraries.

For her performance and achievements, Mrs. Avram has received many awards, including the Library's Superior Service Award "for distinguished intellectual and administrative achievement" in 1968, the Margaret Mann Citation in Cataloging and Classification from the American Library Association in 1971, the Federal Woman's Award in 1974, an honorary doctor of science degree from Southern Illinois University at Edwardsville in 1977, the Association of College and Research Libraries Academic/Research Librarian of the Year Award in 1979, and the ALA Library and Information Technology Association Award for Achievement this year (reported elsewhere in this issue of the LC *Information Bulletin*).

In addition to the American Library Association, Mrs. Avram has worked extensively with the International Federation of Library Associations and Institutions, the American National Standards Institute, the International Organization for Standardization, and UNESCO's General Information Program. She is a frequent lecturer in the Department of Library Science at Catholic University in Washington, D.C.

Mrs. Avram's appointment is concurrent with a reorganization in Processing Services to reflect the transition from traditional manual operations to an automated mode, affecting all divisions which were formerly under the director for catalog maintenance, production and publication (Catalog Management Division, Catalog Publication Division, Cataloging Distribution Service, and Serial Record Division). In addition to these divisions, the Network Development Office and the Automation Planning and Liaison Office (established in Processing Services in 1979) are under the new Office of the Director for Processing Systems, Networks and Automation Planning.

Henriette D. Avram

The magnitude and complexity of the processing operations within the department and the importance to the Library and to the library community of maintaining both quality and timeliness in the creation and distribution of bibliographic products and services make it necessary to have a high level of coordination across all automated and manual processing operations. Such coordination is the responsibility of the director for processing systems, networks and automation planning.

The *Library of Congress Information Bulletin* is issued weekly by the Library of Congress and distributed free of charge to publicly supported libraries and research institutions, academic libraries, learned societies, and allied organizations in the United States.

Comparable institutions and organizations in other countries may arrange to receive the *Bulletin* on the exchange basis by applying in writing to the Library's Exchange and Gift Division. All other correspondence should be addressed to the LC *Information Bulletin*, Information Office, Library of Congress, Washington, D.C. 20540.

Louis Mortimer Named Director of Personnel

Louis R. Mortimer, executive officer in Research Services, has been named director of personnel and labor relations, Office of the Associate Librarian for Management, effective September 1. He succeeds Glen A. Zimmerman, who has been promoted to Associate Librarian for Management (see last week's *Information Bulletin*).

Mr. Mortimer earned a bachelor of arts degree in history and economics *cum laude* from Temple University, Philadelphia, Pa., in 1963 and received a master's degree in economic history from Pennsylvania State University in 1967. He was a Higher Education Act Fellow at the University of Illinois in Urbana, where he was awarded a master's degree in

library science in 1970. In 1974 he was awarded the M. Phil. degree in American studies from George Washington University, where he is currently writing his doctoral dissertation on the conservative leadership of the American Federation of Labor. He was elected a member of Phi Alpha Theta at Pennsylvania State University, where he also taught undergraduate courses in American and European history.

Joining the Library staff in September 1970 as a participant in the Special Recruit (now Intern) Program, Mr. Mortimer served as an analyst in labor economics and relations in the Economics Division from 1971 to 1972. He subsequently worked as a position classification specialist in the Position Classification and Organization Office until 1975, when he became administrative coordinator of Congressional reference services in the Congressional Reference Division. He was named executive officer of the newly established Research Services department in September 1978.

From 1965 to 1969, Mr. Mortimer served as an officer with the United States Navy and is currently a commander in the Naval Reserve. He is a member of the American Library Association and is also vice president of the Board of Directors of the Library of Congress Federal Credit Union.

Mr. Mortimer lives in Washington, D.C., with his wife, Margaret. He has three sons, David, Andrew, and Louis III.

New Reference Works

A union listing of over 4,300 serials, *Current Japanese Serials in the Humanities and Social Sciences Received in American Libraries* (Bloomington, Indiana University Library, 1980), has been prepared under the direction of Shizue Matsuda, librarian for East Asian studies, Indiana University, as a project sponsored by the Japan-U.S. Friendship Commission. This publication lists academic journals, annuals, directories, and government publications in the various fields of the humanities and the social sciences, including communications, transportation, agriculture, and fisheries. Titles are romanized and arranged in alphabetical order, with each entry indicating the place of publication and the publisher, also in romanized form.

In recognition of the need for resource sharing among research libraries to meet the rising cost of Japanese serials, this listing has as its primary purpose to provide librarians of individual East Asian collections with a tool for making judgments on curtailing or adding Japanese periodical subscriptions. A secondary aim is to identify the library locations of current Japanese serials, as reported by 58 institutions in the United States and Canada. This union list also constitutes a useful addendum to the Library of Congress Union Card File of Oriental Vernacular Serials, Japanese File, prepared in the early 1960s, the *Union List of Serials*, and *New Serial Titles*.

A recent publication complementing this checklist is *Japanese Periodicals and Newspapers in Western Languages: An International Union List*, compiled by G. Raymond Nunn (London, Mansell, 1979). This comprehensive listing shows locations and holdings of some 3,500 periodicals and newspapers in English and European languages in several hundred libraries in Great Britain, Canada, the United States, and Japan. These two timely union lists, for Japanese serials and for Western-language periodicals, will help extend the frontiers of scholarship on Japan and assist American university and research libraries in rationalizing their serial receipts from Japan, thereby contributing to a meaningful resource-sharing program of scarce or out-of-print publications. They may be consulted in the Japanese Section, Room 1014, Adams Building. [*Thaddeus Y. Ohta*]

"On the morning of 11 February 1829 a Persian mob attacked the Russian Mission in Tehran and massacred almost every member of it, including the Minister Plenipotentiary, Aleksandr Sergeevich Griboedov, famed as the author of *Woe from Wit* (Gore ot uma)." Thus begins Evelyn J. Harden's *The Murder of Griboedov: New Materials* (Birmingham, Department of Russian Language and Literature, University of Birmingham, 1979. 96 p. Birmingham Slavonic Monographs, No. 6). The parallels are obvious, for foreign envoys in Tehran have historically been subject to dangers of one kind or another. In Griboedov's case they arose from popular resentment at Persia's loss of a war between Russia and Persia. Conservative Shiite clergyman "were arousing the populace against the Russian," and the minister felt himself to be in a position of danger. In fact, Griboedov warned the Persian minister of foreign affairs that, "convinced by the dishonest conduct of the Persian government that Russian citizens cannot enjoy here not only goodwill but even personal safety," he would ask the Tsar for permission to return to Russia. The one Russian member of the mission to escape with his life, I. S. Mal'tsov, describes the painful processes by which he survived, subjected to rumors that, although there were assurances from the Shah that he would be safe, he would in fact be killed while on his way to Russian territory.

Coupled with this account of survival, Mal'tsov and others relayed rumors that the attack on the Russian mission was the result of British intrigue. "John

Company" (the Honourable East India Company) that then ruled British India was said to have employed the "Cavalry of St. George"—an expression for the British gold coins that bore an image of St. George on horseback killing the dragon. Evelyn Harden examines such premises, including a copy of the letter of Captain R. D. H. MacDonald, commander of the escort of the British envoy to the Shah, that tells of events from a British perspective and reports on other goings and comings of people said to be British agents.

There is no conclusion, in the sense of a verdict in a case at law, that the author can offer, but she does illustrate one of the ways in which, over more than a century thereafter, Persia was to be an area of conflict between two major powers. She also adds additional detail to the biography of A. S. Griboedov, who, however, lives in the annals of his country not as the victim of a foreign mob but as the author of a classic drama that pokes fun at the foibles of a social elite that did not realize how ridiculous it actually was. Many of the turns of phrase in *Wit from Woe* have become common expression in Russian, and his personages are often named as examples of one or another trait of the national character. Few diplomats have managed to express so well the nature of the country they represented.

A copy of this book is available in the general collections. [*Robert V. Allen*]

The Far Eastern Law Division recently has resumed receipt of *Zhonghua Renmin Gongheguo Guowuyuan Gongbao* [Gazette of the State Council of the People's Republic of China]. The State Council is China's closest equivalent to a cabinet. Its constitutional powers include formulating administrative measures, issuing decisions and orders, proposing laws, and drawing and putting into effect the national economic plan. It is composed of the premier, vice premiers, ministers, and the heads of various commissions. From 1954—the year the State Council was formed under China's first constitution—until 1959, a total of 194 issues of the Gazette was published. After December 31, 1959, the Library's receipts of the Gazette stopped, although apparently publication of the Gazette continued for some time.

The issues recently received begin with No. 328, dated March 8 of this year. Publication of the Gazette resumed with this issue in response to a decision of the State Council of January 15. The decision indicates that publication has been resumed "in order to strengthen the socialist legal system and to facilitate the work of the organs of state administration at various levels."

The Gazette is edited and published by the General Office of the State Council. It contains notifications, instructions, decisions, declarations, reports, documents, and other issuances of the State Council and its subordinate bodies; the texts of laws also commonly appear. It is not unusual for some of the issuances to have resulted from joint action of the Central Committee of the Chinese Communist Party and the State Council. Although it was anounced that the Bulletin of the Standing Committee of the National People's Congress was to resume publication last January, the issues of the Gazette that the Library has received thus far also contain decisions of the Standing Committee.

Until such time as China also resumes publication of an official compilation of its statutes, the Gazette often will be the only source of the Chinese text of various enactments. In the past, many items that were published in the Gazette were not selected for inclusion in the official statutory compilation. The past issues of the Gazette hence remain the only available source for many enactments even after publication of the statutory compilation. It is unlikely that the new issues of the Gazette will be any less valuable as a source for the study of Chinese law and government.

The 1980 issues of the Gazette have been published at approximately one-month intervals, and the Library has been receiving them on a subscription basis. [*Kathryn A. Haun*]

Library of Congress Publications

Announcement

The 1982 volume of the **National Union Catalog of Manuscript Collections** will be the first in that series to contain manuscript collections cataloged according to the second edition of the *Anglo-American Cataloguing Rules* (AACR 2). Since cataloging for the 1981 volume (to be published in 1982) is already in progress, and it has been decided that one volume should not contain entries prepared under two sets of rules, application of AACR 2 for cataloging manuscript collections will be delayed until the summer of 1981 when cataloging for the 1982 volume will begin.

New Publications

Decisions of the United States Courts Involving Copyright and Literary Property (1789-1909) with an Analytical Index. ISBN 0-8444-0250-8. Washington, D.C., 1980. 4 vols. Bulletin Nos. 13, 14, and 15 compiled and edited under the direction of Wilma S. Davis; Bulletin No. 16 prepared by Mark A. Lillis. For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 for $50 for the four-volume set.

Government Financing of National Elections, Political Parties, and Campaign Spending in Various Foreign Countries, prepared by members of the staff. Part II. 1979. (pp. 49-100) Free upon request from the Law Library, Library of Congress, Washington, D.C. 20540. (Part I of this report was announced in the July 4 issue of the LC *Information Bulletin,* p. 237.)

Las Casas as a Bishop: A New Interpretation Based on His Holograph Petition in the Hans P. Kraus Collection of Hispanic American Manuscripts. (Las Casas, Obispo: Una nueva interpretación a base de su petición autógrafa en la Colección Hans P. Kraus de Manuscritos Hispanoamericanos) ISBN 0-8444-0195-1. Washington, D.C., 1980. (xlvii, 41 p.) A facsimile of Kraus Manuscript 139 and interpretation in Spanish and English by Helen Rand Parish. For sale for $14 from the Superintendent of Documents or in person only from the Information Counter in the Visitor Services Center, ground floor, Thomas Jefferson Building.

Law Volumes Microfilmed by the Library of Congress. Washington, D.C., 1980. (viii, 280 p.) Compiled by Kimberly W. Dobbs. Free to institutions upon request from the Law Library.

The Portuguese Manuscripts Collection of the Library of Congress: A Guide. ISBN 0-8444-0329-6. Washington, D.C., 1980. (xi, 187 p.) Compiled by Christopher C. Lund and Mary Ellis Kahler and edited by Mary Ellis Kahler. For sale for $8 from the Superintendent of Documents or in person only at the Information Counter in the Visitor Services Center, ground floor, Thomas Jefferson Building.

Ongoing Publications

Accessions List: Brazil. ISSN 0146-1060. Vol. 6, Nos. 1-2. January-February 1980. Continuing subscriptions free to libraries upon request to the Field Director, Library of Congress Office, American Consulate General, Av. Presidente Wilson 147, 20030 Rio de Janeiro, Brazil.

Accessions List: Eastern Africa. ISSN 0090-371X. Vol. 13, No. 3. May 1980. Continuing subscriptions free to libraries upon request to the Field Director-LOC, American Consulate General, Abdullah Haroon Road, Karachi, Pakistan.

Accessions List: India. ISSN 0041-7734. Vol. 19, No. 8. August 1980. Continuing subscriptions free to libraries upon request to the Field Director, Library of Congress Office, American Embassy, New Delhi, India.

Accessions List: Middle East. ISSN 0041-7769. Vol. 18, No. 3/4. March/April 1980. Continuing subscriptions free to libraries upon request to the Field Director-LOC, American Consulate General, Abdullah Haroon Road, Karachi, Pakistan.

Accessions List: Middle East. ISSN 0041-7769. Vol. 18, Nos. 5 and 6. May and June 1980. Continuing subscriptions free to libraries upon request to the Field Director-LOC, American Consulate General, Abdullah Haroon Road, Karachi, Pakistan.

Accessions List: Nepal. ISSN 0090-3744. Vol. 15, No. 1. June 1980. Continuing subscriptions free to libraries upon request to the Field Director, Library of Congress Office, American Embassy, New Delhi, India.

Accessions List: Pakistan. ISSN 0041-7777. Vol. 19, No. 7. July 1980. Continuing subscriptions free to libraries upon request to the Field Director, Library of Congress Office, American Consulate General, Karachi, Pakistan.

Chinese Cooperative Catalog. (Microfiche). ISSN 0095-1072. January-June 1980 cumulation. Available from the Cataloging Distribution Service, Library of Congress, Washington, D.C. 20541 at a cost of $295 in a bimonthly continuously cumulative microfiche edition.

LC Science Tracer Bullet: Automative Electronics. ISSN 0090-5232. (TB 80-3) April 1980. (6 p.) Compiled by Y. Y. Liu, this reference aid provides a systematic approach to "the basic literature of automative electronics [which] is traced from the earliest electronic ignition system to the kinds of gadgets we can expect to use in the future." Copies may be obtained free on request from the Reference Section, Science and Technology Division, Library of Congress, Washington, D.C. 20540. Copies have also been provided to the Superintendent of Documents for distribution to depository libraries.

LC Science Tracer Bullet: Lasers and Their Applications. ISSN 0090-5232. (TB 80-6) July 1980. (10 p.) Compiled by Alexander Hromockyj, this reference aid provides a systematic approach "for those who wish to study the mechanism of laser action and to locate descriptions of various types of lasers and their applications, both immediate and potential, through a review of the literature available in the collections of the Library of Congress." Copies may be obtained free on request from the Reference Section, Science and Technology Division. Copies have also been provided to the Superintendent of Documents for distribution to depository libraries.

LC Science Tracer Bullet: Low-Level Ionizing Radiation—Health Effects. ISSN 0090-5232. (TB 80-5) July 1980. (13 p.) Compiled by Victoria Ann Reich, this reference aid provides a systematic approach to the literature on the health effects of ionizing radiation, which "is known to cause biological and genetic damage (leukemia and other forms of cancer); ironically, it is also used in nuclear medicine and radiology as a treatment for cancer and as a diagnostic tool (x-rays)." Copies may be obtained free on request from the Reference Section, Science and Technology Division. Copies have also been provided to the Superintendent of Documents for distribution to depository libraries.

MARC Serials Editing Guide. 2nd CONSER Edition. May/June 1980 looseleaf update. The base volume (507 p.) of this looseleaf service is available from the Cataloging Distribution Service for $20. Updates for 1979 are $50 and a subscription to 1980 updates distributed bymonthly is $40.

Monographic Series. ISSN 0093-0571. January-March 1980. Vol. 1, A-K (622 p.) Vol. 2, L-Z (578 p.). For sale by the Cataloging Distribution Service at a cost of $215 for three quarterly issues and an annual cumulation.

Monthly Checklist of State Publications. ISSN 0027-0288. Vol. 71, No. 7. July 1980. (pp. 515-592) For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 for $1.50 for single monthly issues, except June and December for $2.45, or $21.90 a year, domestic, and $27.40, foreign (LC 20.9:71/7).

Music, Books on Music and Sound Recordings. ISSN 0092-2838. Annual Volume 1979. Vol. 1, A-O (773 p.) Vol. 2, P-Z (703 p.). For sale by the Cataloging Distribution Service for $60.

Name Authorities. Cumulative Microfilm Edition. ISSN 0195-9093. 1977-March 1980. 48X microfiche. Issued quarterly. For sale by the Cataloging Distribution Service at $95 for the 1980 subscription year.

National Union Catalog. ISSN 0028-0348. 1979 Annual Cumulation. Part 1: A-Arkk (976 p.) Part 2: Arkl-Brown, D. (1,022 p.) Part 3: Brown, E-Couns (1,022 p.) Part 4: Count-Finland. Ki . . . (1,022 p.) Compiled by the Library of Congress with the cooperation of the Resources and Technical Services Division, American Library Association. For sale by the Cataloging Distribution Service at $1,150.

National Union Catalog. ISSN 0028-0348. April 1980. (691 p.) May 1980. (841 p.) Compiled by the Library of Congress with the cooperation of the Resources and Technical Services Division, American Library Association. For sale by the Cataloging Distribution Service at $1,275 for the nine monthly issues, three quarterly cumulations, and an annual cumulation.

New Serial Titles: A Union List of Serials Commencing Publication After December 31, 1949. ISSN 0028-6680. April-June 1980. (134 p.) For sale by the Cataloging Distribution Service at $225 for a year's subscription, which consists of eight monthly and four quarterly issues and an annual cumulation.

New Serial Titles—Classed Subject Arrangement. ISSN 0028-6699. July 1980. (40 p.) For sale by the Cataloging Distribution Service at a cost of $65 for 12 monthly issues.

News. ISSN 0160-9211. Vol. 11, No. 4. July-August 1980. This report on national and international activities in library services for blind and physically handicapped individuals is distributed bimonthly to the national network of cooperating libraries and agencies serving blind and handicapped readers. Free on request from the National Library Service for the Blind and Physically Handicapped, Library of Congress, Washington, D.C. 20540.

Selected Information Resources on Adult Education, Career Guidance, and Vocational Opportunities (SL 80-6) July 1980. (25 p.) Compiled by John Henry Hass of the National Referral Center, this is a descriptive listing that gives the names, addresses, telephone numbers, and other particulars about organizations that are willing to answer questions or provide information on the title topic. All of the 51 organizations listed are in the United States. For each, there is a description of its areas of interest, holdings or data files, publications, and information capabilities and services. Copies may be obtained free on request from the National Referral Center, Library of Congress, Washington, D.C. 20540, provided that requesters enclose a self-addressed mailing label.

STAFF NEWS

Eugene Powell Retires

Eugene C. Powell, Jr., assistant personnel director, retired on July 30 after 36 years of Federal service, 33 of them with the Library of Congress. "Gene," as he is known throughout the Library, was first temporarily reassigned to the position of assistant director of personnel in April 1958. His appointment was later

Eugene C. Powell

made permanent, and he served continuously in this position under the administration of three directors of personnel. In addition, he served intermittently in 1963, 1964, and 1965 as acting director of personnel during the extended illness and upon the death of the Director Robert M. Holmes, Jr. Mr. Powell's title was changed to assistant personnel director in 1969.

Mr. Powell's service as acting director of personnel was recognized in November 1965 with a quality increase. In making this recommendation, the Assistant Librarian pointed out that as acting director of personnel from June 1964 to October 1965, Mr. Powell

demonstrated . . . his capacity for superior performance in the field of personnel administration.

His grasp of the technical side of his work, which requires both broad and detailed knowledge not only of Civil Service regulations but of those of the Library of Congress as well, and his judgment in applying these complicated policies to LC practices are of a high order. His understanding and appreciation of Library programs and objectives and his interest in and talent for furthering them through effective personnel management contribute greatly to the institution's successful accomplishment of its mission.

In 1960, The Librarian of Congress presented Mr. Powell with a Meritorious Service Award in recognition of his outstanding contribution to the work of the Personnel Office in an emergency period.

Born in Augusta, Ga., Mr. Powell grew up in Savannah, where he attended the Savannah High School and worked in private industry. He graduated from Armstrong Junior College in Savannah in 1941 and in 1943 received a bachelor of arts degree from Emory University in Atlanta, Ga. where he was a scholarship student in political science, history, and economics and was a member of the Delta Tau Delta fraternity. He saw combat in Italy during his service with the U.S. Army in 1943-45. After the war he continued his education at the University of Minnesota where his chief graduate studies were personnel management, public administration, and psychology.

Mr. Powell was offered a scholarship with the National Institute of Public Affairs in 1946, but instead chose employment at the Library as a staff member in the Personnel Office, working in the analysis and classification of staff positions in the Library. From 1951 to 1952, he served with the Production and Marketing Administration of the U.S. Department of Agriculture in a similar capacity, and in March 1952 he returned to the Library as classification officer, where he remained until April 1958.

For many years Mr. Powell represented the Library on the Interagency Advisory Group sponsored by the Office of Personnel Management. He is a past president of the Library of Congress Credit Union and is a member of the American Library Association, the Society for Personnel Administration, and the Public Personnel Administration Association.

Mr. and Mrs. Powell will continue to make their home in Falls Church, Va.

Robert Stevens' Retirement Noted

Robert D. Stevens, copyright collections coordinator, retired on August 15 after 25 years of Federal service, all of it, except for three-and-a-half years

with the U.S. Navy during World War II, with the Library of Congress.

A native of New Hampshire, Dr. Stevens joined the Library of Congress in 1947 as an administrative intern in the first group of Library interns, and later served in several managerial positions in the Reference and Processing departments.

He left the Library in 1964 to become director of research collections at East-West Center in Honolulu, Hawaii. A year later he was named associate dean and, in 1968, dean of the Graduate School of Library Studies at the University of Hawaii.

After his return to the Library of Congress in 1975 as chief of the Copyright Cataloging Division, Dr. Stevens reorganized the division. He also conducted the first experiment with flexitime in the Library of Congress, reinstituted production standards, directed the development of COPICS II, and initiated the use of International Standard Bibliographic Description and other cataloging practices designed to bring copyright cataloging in closer conformity with the Library of Congress practices.

Dr. Stevens is a magna cum laude graduate of Syracuse University and holds a bachelor's degree in library science from Columbia University, as well as a master's degree and a doctorate from American University. In 1971 he served as a Fulbright lecturer at the University of Indonesia.

He has served on many professional task forces and committees including the Library of Congress Task Force on Goals, Organization and Planning, and as chair of the Library Committee on Book Storage. In addition, he has written several books and contributions to periodicals.

Immediately following his retirement, Dr. Stevens will return to his home in Honolulu where, beginning next January, he will become adjunct professor at the University of Hawaii Graduate Library School.

Staff Activities

George B. Kelly, Jr., chemist in the Preservation Research and Testing Office, has written an article entitled "Mass Deacidification with Diethyl Zinc." The work appears in the September issue of *The Library Scene.*

Harvey Satenstein, production manager in the Publishing Office, who has recently returned to work after a disabling illness, was selected "outstanding patient" in the nationwide chain of 172 Veterans Administration hospitals on July 17. Mr. Satenstein received a congratulatory letter from Max Cleland, administrator of the Veterans Administration.

30 Receive 10-Year Pins

During August, 30 Library staff members completed 10 years of service and received Federal Service Award pins:

Irene Y. Bailey	Asian Division
Eraine F. Beard	Cataloging Publication Division
Beverly W. Brannan	Prints and Photographs Division
S. Diane Burns	Photoduplication Service
Linda H. Cox	Office of the Register of Copyrights
Jeanette W. Davis	Photoduplication Service
Jacqueline Edwards	Staff Training and Development Office
Donald G. Etherington	Preservation Office
Frank Evina	Information and Reference Divison
Vivian W. Fitzgerald	Descriptive Cataloging Division
Gerald M. Hall	Automated Systems Office
Jimmy E. Howard	Catalog Publication Division
Louis A. Jacob	Asian Division
Jean Y. Jones	Education and Public Welfare Division
Philip Lesesne	Library Services Division
Caroline Joy Mills	Manuscript Division
Charlotte J. Moore	Education and Public Welfare Division
Patrick Nashan	MARC Editorial Division
David R. Parker	Automated Systems Office
George W. Parker	Automated Systems Office
Alfredda H. Payne	Hispanic Division
Rosemary Fry Plakas	Manuscript Division
Josephine S. Pulsifer	Automation Planning and Liaison Office
Gwinnetter Spratling	Central Services Divison
Sharon Tsai	Descriptive Cataloging Division
Alvin J. Wallace	Catalog Management Division
Audrey A. Walker	Manuscript Division
Ronald S. Wilkinson	Manuscript Division
Hazel J. Williams	Serial Record Division
James A. Zeigler	Library Services Division

Ten Most Wanted Books

"Sherlock Searcher" is hot on the trail of another 10 books which have mysteriously disappeared from the general collections, leaving no trace in the Central Charge File. Staff members are asked to check for books in their desks and book shelves. Any information on the whereabouts of these items would be gratefully received by the Special Search Section. Materials should be forwarded to the Special Search Section in the Collections Management Division, Room LJ C101.

Ayandele, Emmanuel Ayankanmi
The Missionary Impact on Modern Nigeria, 1842-1941: A Political and Social Analysis BV3625.N5A98

Blume, Judy
Blubber PZ7.B6265B1

Creative Strategies, Inc.
Word Processing Typewriter Industry HD9999.T82C73 1977

Dexter, Lewis Anthony
Elite and Specialized Interviewing H62.D496

Gugler, Josef, comp.
Urban Growth In Sub-Saharan Africa HT148.A2G83

Hays, Hoffman Reynolds
The Dangerous Sex: The Myth of Feminine Evil HQ21.H37

Maslow, Abraham Harold
Motivation and Personality, 2nd ed. BF683.M37 1970

Social and Economic Studies, Vol. 22 HN244.S6 Vol. 22 1973

Winchester-Frederick County Historical Society
2200 Gravestone Inscriptions From Winchester and Frederick County, Va. F232.F75W52

Fedoseev, Anatoli Pavlovich, 1910-
Zapadnia: Chelovek i Sotsializm *HX313.F376*

Talent Wanted!

Like to entertain? Staff members interested in performing in an October 21 Talent Show should contact coordinator Leo Anderson on ext. 77944. In the past, a variety of talent has surfaced in the noontime show, including a karate expert and a group of Irish dancers. The annual event, which will be held in the Coolidge Auditorium, is sponsored by the Library of Congress WRA Choral Society.

Birth Announcement

Mr. and Mrs. Lester Vogel are the parents of a daughter, Dodi Penina, born August 12 at Sinai Hospital in Baltimore, Md. Mr. Vogel is a senior cataloger in the Descriptive Cataloging Division. Mrs. Vogel is employed by the Baltimore Board of Jewish Education.

Personnel Changes

Appointments: Wilhelmina Avery, clerk-information receptionist, GS-4, Desc Cat, 00505; Michael Green, computer clerk, GS-4, CDS, 00384; Victor Li, senior programmer, GS-12, ASO, 00347; Lana McKeehan, secretary to the head, Network Services Section, GS-5, NLS/BPH, 00351; Sylvia Morrison, analyst in energy economics, GS-12, CRS E, 00412; Dennis Theberge, gardener, WG-6, Bldgs, 00348.

Temporary Appointments: Steffanie Berry, clerk, GS-3, CRS C, NP; Bekele Beru, library aid, GS-3, Afr/ME, NP; Barbara Braden, clerk-typist, GS-1, Cop Acq & Proc, NP; William Carney, clerk, GS-4, CRS C, NP; Trudy Johnson, clerk-typist, GS-1, Cop Exam, NP.

Promotions: Marilyn Biery, CRS F, to legislative

Women's Program Advisory Committee members Marie-Louise Bernal of the European Law Division (far left) and Richard Neldon, Catalog Publication Division (far right), are pictured talking with Women's Program Officer Morrigene Holcomb before the showing of "Killing Us Softly: Advertising's Image of Women." The half-hour film used examples from magazines, newspapers, album covers, and storefront windows to disclose psychological and sexual themes that underlie many advertising campaigns.

Friday, September 12, is the deadline for submitting a written memorandum of interest for staff members who would like to serve on the Women's Program Advisory Committee. One new member will be selected in October from each of the Library's eight departments to serve a term of two years.

liaison assistant, GS-11, Leg L, 00471; Thomas Felt, to supervisory copyright cataloger, GS-12, Cop Cat, 00514; Eileen Gray, LL AB, to assistant division secretary, GS-6, CRS Gov, 00448; Kendra Lovette, to conservator (paper), GS-11, Preserv, 00494.

Temporary Promotion: David Bean, CRS MAS, to reference assistant, GS-4, CRS SPR, 00493.

Transfers: Brenda Corbin, Pers Opns, to staffing clerk (typing), GS-5, Pers R&P, 00548; Bruce Shamberger, CS, to payroll clerk, GS-4, FMO, 00545.

Resignations: Christine Abeel, M/B/RS; Camille Acquaviva, Ord; Anthony Ball, NLS/BPH; Kelly Bryant, Cop Rec Mgmt; Joan Butler, CRS C; William Carroll, Ser Rec; Shirley DeGraphenreid, HAP/Proc; Margaret Ellis, CRS EPW; Lisa First, Subj Cat; Cheryl Giss, M/B/RS; Helaine Hardman, CRS S; Victoria Jennings, Photodup; Lynnetta Jones, Cop Exam; Robbyn Kemp, Cop Acq & Proc; Charles LoBiondo, Bldgs; Angela Mason, NLS/BPH; Martin O'Donoghue III, ASO; Peter Osborne, NLS/BPH; Tonya Parker, CRS D; John Perkins ASO; Susan Pike, CRS L; Cheryl Singletary, Loan; Rosemary Snow, Leg L; Marilyn Stepherson, CRS EPW; Michael Talley, Photodup; Richelle Tyson, GRR; Denese Washington, Cop Exam; Earl Williams, NLS/BPH; Mary Woods, CRS C.

APPENDIX

Continuing Reports on the 99th Annual Conference Of the American Library Association

New York City, June 28-July 4, 1980

Awards

LITA Award for Achievement

Henriette D. Avram of the Library of Congress was the 1980 recipient of the LITA Award for Achievement in Library and Information Technology presented July 1 at the Library and Information Technology Association's President's Program. Incoming LITA President S. Michael Malinconico of New York Public Library Branch Libraries introduced the presentation. The citation, read by Stephen R. Salmon of the University of California, that accompanied the award characterizes Mrs. Avram as the person "without whom library automation as we know it today would not have been possible. Her work in developing the MARC format provided the firm ground on which the profession could advance, and her work in promoting the development of national networks lays the basis for further advances in the future."

Mrs. Avram's appointment as the new Processing Services director for processing systems, networks and automation planning appears on pp. 337-338 of this issue of the *Information Bulletin*. A biographical sketch accompanies the announcement.

RASD Isadore Gilbert Mudge Citation

Hylda Kamisar, head of the Reference Section, Library of Congress National Library Service for the Blind and Physically Handicapped, received the 1980 Mudge Citation during the ALA Annual Conference. The award is given annually by the Reference and Adult Services Division to a person who has made a distinguished contribution to reference librarianship.

After coming to NLS/BPH in 1967, Hylda Kamisar developed a comprehensive working collection of reference materials that includes reference circulars, fact sheets, directories, bibliographies, and package libraries. Package libraries provide packets of information that include brochures, reprints of articles, and information statements. She has also conducted workshops on reference services to handicapped people at the National Conference of Librarians Serving Blind and Physically Handicapped readers and at network libraries.

Nancy Marshall, RASD president, presents Hylda Kamisar (right) the 1980 Isadore Gilbert Mudge Award.

Membership II

The second American Library Association membership meeting was called to order on Thursday morning, July 3, by president Thomas J. Galvin. A quorum of 200 members was reported present. A brief exchange of library history with ALA President-elect Peggy A. Sullivan preceded the business portion of the meeting.

Seven motions developed in the preconference on "Women in a Women's Profession" were considered individually. The first motion stated that a program be administered by the ALA Office of Library Personnel Resources to train two members at the University of Washington's Career Development and Assessment Center. These two would in turn train others to staff the placement center at ALA meetings to give individual professional counseling to those seeking jobs, in return for room and board for the staff. The motion carried. The next moved that the Office for Intellectual Freedom and the ALA Washington office work together to block passage of the Family Protection Act (S. 1808), a portion of which promotes textbook censorship. The motion carried unanimously. The next moved that the phrase "(including discrimination and sexual harassment)" be inserted in Policy No. 54.13, Program of Action for Mediation, Arbitration and Inquiry, of the ALA Policy Manual, following "fair employment practices" (line 6). The ALA executive director commented that these issues were considered as part of

fair employment practices. After brief discussion, the motion carried. That free child care services be available at future ALA meetings, with funds to come from the meetings' budgets, was moved and carried. Considerable discussion revolved around the next proposal, that the 1972 Standards of Accreditation (of library schools) include affirmative action reports with regard to faculty, staff, and students. The original text passed after a divided vote on a modified version. The next motion called for ALA support of the worldwide Nestlé boycott. Brief discussion ensued, the executive director spoke briefly to its nonlegal aspect, and the motion carried. The final motion of the seven carried as well: the Committee on the Status of Women in Librarianship was charged to develop coalitions with organizations of professions and occupations in which women predominate to look into common economic and social concerns and lobby for solutions. A report from the committee would be expected at the 1981 Midwinter Meeting and at future meetings.

The membership then turned to a resolution that three regional ALA annual meetings instead of one large convention be considered by the Executive Board. After some discussion, an amendment was offered that would refer the proposal to the ALA Committee on Conference Streamlining, a subcommittee of the Executive Board, and this version passed.

Following a brief recess, Peggy Sullivan took up the gavel as the presiding officer. A resolution that students be eligible for membership in any division of ALA upon payment of additional dues of $5 for each division and that new regular members receive percentage discounts on division dues as they do on basic dues passed after considerable, lengthy discussion. A resolution calling for an ad hoc committee and an eventual permanent committee to be established within ALA to address outreach and ethnic concerns and to report to Council on these needs was defeated. The next resolution, which carried, called for increased financial support and staffing for the Office of Library Personnel Resources in accordance with its growing importance. That librarians should make available information on a full range of alternatives within and without military service for those persons facing the prospect of conscription was next moved and passed. Along similar lines, a resolution that librarians make available information concerning disarmament and alternative ways of solving international conflict passed after considerable discussion. The final resolution of the meeting called for ALA to research and report all union contract and nonunion agreements concerning beginning salaries of librarians and that these data be published before the 1981 Annual Conference and made available to individual ALA members and to ERIC. The resolution passed. [*Nancy E. Heiser*]

Resources and Technical Services Division

CCS Committee on Cataloging: Description and Access

At the third session of this committee (CC:DA) of the RTSD Cataloging and Classification Section on Monday, June 30, debate continued on proposals to modify the AACR 2 provisions for cataloging microform copies. Later in the session, Arlene Dowell spoke on "Some Difficulties in Interpreting AACR 2" and reports were made by Ben Tucker, Robert M. Hiatt, Frances Hinton, and Michael Gorman.

Discussion of proposals on microforms had been initiated at the session of the previous evening after presentation by their authors, Doralyn J. Hickey, Edward Swanson, and Charles Willard. The proposals had been made in response to the concern that application of AACR 2 for the description of microform copies of materials previously issued in other formats would tend to obscure the information pertaining to the original. Ben Tucker, chief of the Office for Descriptive Cataloging Policy, Library of Congress, stated that the Library had serious objections to two of the proposals being considered and that he felt that most of the problems enumerated in the debate could be solved by Mr. Willard's proposal, which, in effect, meant a return to the AACR 1 provision relating to microforms. Although a majority of the non-voting representatives to the committee favored the Willard proposal in a straw vote, the question was finally resolved when the voting members of CC:DA who were present decided against all the proposals considered and agreed not to recommend a change to the AACR 2 provisions for microform.

In her presentation, Arlene Dowell listed certain AACR 2 rules that might be subject to problems of interpretation, touching on aspects of about 16 rules related to access and description. Robert M. Hiatt, assistant to the director for cataloging, Library of Congress, reported on the ALA/LC regional institutes on AACR 2 held during May in Washington and New York. Ben Tucker reported on the Library's continuing development of rules interpretations for AACR 2 chapters 1-13, and draft manuals for rare books and cartographic materials. Frances Hinton, ALA representative to the Joint Steering Committee for Revision of AACR, reported on the committee's recent meeting at the School of Librarianship, University of British Columbia, Vancouver. Michael Gorman briefed those present about

the Concise AACR 2, a version which he is preparing for the use of part-time catalogers and cataloging students at the undergraduate or introductory level. [*Clark P. Lovell*]

The fourth and final meeting of the CCS Committee on Cataloging; Description and Access was held on Wednesday, July 2. A presentation was made by the Association of College and Research Libraries on "Relator Terms for Rare Book, Manuscript, and Special Collections Cataloging." Discussion by the committee was followed by a motion to pass to the Joint Steering Committee (JSC) the concern of CC:DA about AACR 2 Rule 21.OD, requesting that JSC recognize the existence of a variety of designators not on the current list of relators but which appear on lists being prepared by specialized groups.

The committee also heard proposals from the Music Library Association and the Association of Recorded Sound Collections to rework AACR 2 Rule 21.23C and D, having to do with entry of sound recordings and principal performers. This proposal was referred back to the two groups for reworking into a joint proposal to be reconsidered at the 1981 Midwinter Meeting.

Another presentation on uniform titles was made by the Music Library Association representative, but no motion resulted from this, the committee expressing a desire for more examples of the difficulties caused by applying the rules as they stand. Consideration of the establishment of a task force to study uniform titles will be placed on the agenda for the Midwinter Meeting.

Robert Karrow reported that the draft map cataloging manual had appeared in mid-May. It is hoped that the manual, designed for those who are not full-time map catalogers, will be published in the first quarter of 1981 by ALA Publishing Services. Sue Ellen Sloca reported that work on the GODORT documents cataloging manual, a manual for the use of AACR 2 in cataloging documents, is proceeding slowly. Part One, Description, is also complete. When the entire manual is finished, ALA will publish it. [*Catherine Garland*]

Heads of Cataloging Departments Discussion Group

Jacki Paul of Delaware Law School Library moderated the proceedings of this discussion group, which met on July 2, in her capacity as interim chair. Dorothy McGarry of the University of California, Los Angeles, Physical Sciences Library was elected unanimously as the next chair.

The session opened with a reading of the statement of function, previously approved by the Cataloging and Classification Section. Membership will be open to heads of cataloging departments who are personal members of RTSD. Those present were canvassed on whether the format of future meetings should involve detailed presentations by selected speakers, followed by discussion periods, or brief topics, again followed by discussion. A majority favored the latter arrangement. It was emphasized that a discussion format that would insure audience involvement should always be the policy. Topics for consideration included authority control, implementation of the second edition of the *Anglo-American Cataloguing Rules* (AACR 2), retrospective conversion of name authorities, evaluation of personnel, ways to measure cataloging activity and efficiency, what libraries want from their staffs, productivity, work flow, and staff development.

For this meeting, the topic of discussion was the level of staff appropriate for participation in the various AACR 2 institutes. Northwestern University Library reported that it had a somewhat intensive training program for staff at all levels. All staff members of its cataloging department were sent to an institute sponsored by the Illinois Library Association. It was thought that such a broad inclusion of staff was good for the morale of all in that it allowed everyone to take part. Others present indicated that the level of participation ranged from everyone on the staff being trained to only senior level or professional catalogers, who were then to train lower level staff in what they had learned.

The meeting ended with an exchange of information about duties by professionals vis-à-vis nonprofessionals. How much is done by nonprofessionals is dependent upon the experience and ability of the nonprofessional, as well as the training needs of the staff. Original cataloging and supervisory duties were usually reserved for the professional, with essentially everything else usually being handled by the nonprofessional.

The agenda for the next meeting in January 1981 is to be published in *RTSD Newsletter* before that date. [*Beacher Wiggins*]

Serials Section Medium-Sized Research Libraries Discussion Group

The discussion topic, "Staffing Patterns for Serials Control," was a continuation of the Midwinter Meeting program, with this session on June 30 treating situations in which the traditional serials department had been eliminated. The speakers were Judy Ganson, University of California at Riverside; Jack Scott, Kent State University; and Pamela Bluh, Johns Hopkins University. (The three presentations are summarized together here.)

Perhaps chief among the influences dictating the demise of serials departments was that as the

1960s ended, so did the organizational structures appropriate for the halcyon days when library budgets at least kept pace with inflation, if not actually increased. Collections are now in a steady state, with as much emphasis on cancellation of already held titles as acquisition of new titles. Student enrollments are stabilized if not decreasing. Increased attention is being given to public services in response to expressed needs of sophisticated users. Bibliographic automation has made possible the handling of the same or slightly less work by a much diminished staff. Finally, a trend which began to assert itself as the 1970s came to a close is the resource sharing implied by the emerging national bibliographic network.

The sampling of influences mentioned above contributed to decisions about the disposition of serials departments ranging from recommendations to management by a highly participatory study group to decisions ordained by management without staff consultation. An intermediate approach was based on informal discussion, study of available statistics and files, and belief that it was necessary to direct actively the elimination of an already eroded serials department.

In all three cases, components of the serials departments were absorbed by other departments along functional lines, for example, with catalogers processing serials in addition to monographs. Some staff were transferred from technical services to public services. In one case the serials department was phased out upon completing the conversion of manual records to machine-readable records in the OCLC system. Attrition over a prolonged period accounted for some staff reduction. Resignations at the time of reorganization accounted for other staff reduction.

Loss of autonomy was cited as a disadvantage of the new work arrangements. Also on the negative side, essential but nonroutine services uniquely related to a serials collection tend to get overlooked by a functional work group with generalized responsibilities. Predictably, perhaps, the overriding negative impact of the changes centered on staff morale and the handling of the transition period.

Cited as advantages of the reorganizations were added flexibility and greater opportunity for cross-training. The new work arrangements provided a better understanding among staff members of the similarities and dissimilarities between serials and monographs. Given that there are drawbacks to any system, the greatest argument for the abolishment of the serials departments is that the work is in fact successfully carried out under the new organization (although the change happened too recently at one library to say this with complete assurance).

Advice offered by the speakers included the need to know precisely how things work before reorganizing them, preferably having all procedures in written form before making changes. Making allies of the staff by allowing them to voice ideas and concerns was also suggested. Finally, it was advised that the new work arrangements be conceived in sufficient detail before initiating the changes.

[*Linda K. Bartley*]

AFL/CIO/RTSD Library Service to Labor Groups Joint Committee

The June 30 program of this joint committee was presented on the topic "Labor Leaders Speak to Librarians." Dorothy Shields, AFL/CIO Department of Education, served as moderator of presentations by two speakers.

The first was Leon Stein, long associated with the International Ladies Garment Workers Union (ILGWU), editor of the ILGWU publication *Justice* for over 30 years, author of numerous articles and publications, including *The Triangle Fire,* and currently involved as editor of the Arno Press series *Fact into Fiction,* a collection of 19th-century fiction by and for women. Mr. Stein has also served on the New York State Humanities Council and the National Council for the Humanities.

The theme of Mr. Stein's presentation was "a working author's impression of library service." He related his personal experiences at many of the libraries in which he has done research over the years: the Library of Congress, Denver Public Library, Brooklyn Public Library, and his neighborhood library in Flatbush. His appreciation of libraries and librarians was evident in his anecdotes as well as in his plea that libraries must serve as more than "extended reference books." He envisions the library as also making available "the human story" both through books and by the use of oral history. Since libraries are rooted in the neighborhood, they could contribute to social history by bringing historians and chroniclers of the past to the people.

The second speaker was Toni Cortese, a vice president of the American Federation of Teachers (AFT) and second vice president of New York State United Teachers, as well as a school teacher and a school social worker. The topic of her talk was the role of labor and librarians. She related the problems faced by teachers who are unequipped to integrate the study of labor in the classroom since any effort in this direction must be done on their own because it is not usually a problem addressed by local departments of education in the curriculum programs. She described the efforts of the AFT in sponsoring workshops around the country for teachers and librarians

on coping with infringements of freedom, including censorship.

Toni Cortese also highlighted the problems libraries face in a time of a tight economy, when all social programs are under attack. She expressed the need for the community as a whole to become involved, and that libraries must actively work for this to happen.

There was much audience participation in the discussion session following the presentations. Many local experiences were related on such topics as oral history programs, library service to union groups, and unionization in libraries. [*Suzanne Liggett*]

Reference and Adult Services Division

Machine-Assisted Reference Section

This section's meeting on "Cooperation: Facilitating Access to On-line Information Services" took place on June 29. Roger Summit of Lockheed talked about the costs of on-line services from the vendor's viewpoint. He emphasized that the dominant costs were not related to equipment, but rather consisted of personnel costs (35 percent) and external costs—telecommunications and royalties (45 percent). He felt that it is important to keep connect-hour costs down so that the size of the market for on-line services will continue to increase. The growth sector is at the smaller information centers with less frequent data base usage. He did not feel, however, that direct services to users (the home computer market) will be profitable, as these users require considerable support from the vendor's staff in return for a small volume of use. He did not see much possibility of simplifying on-line systems because Boolean operations, the key to the power of on-line systems, are not commonly known, and because data bases differ so widely in structure and content.

Mark Plakias of Link, Inc., a consulting firm, discussed viewdata (two-way telecommunications, with information on pages accessed via telephone and shown on a television screen). This technology has a potentially large market because of declining costs caused by chip technology and telecommunications advances, and businesses are therefore interested in finding out what kinds of information people are willing to pay for. One system described was Prestel, operated by the British Postal Service since 1974. In this field, the alternatives envisioned for libraries are: (1) access terminals in the library for use by patrons; (2) renting decoders to patrons; and (3) editing terminals in the library so it can be an information supplier.

The final paper discussed the pilot phases of a newly operational system. Green Thumb was a cooperative project of USDA's Cooperation Extensive Service and the National Weather Service. It was designed to gather detailed weather data from volunteers in order to produce reports updated hourly and accessible to farmers via a decoder which turns the television receiver into a telecommunications terminal. The goal was to enhance the efficacy of such farm operations as pesticide application and irrigation by informing farmers when weather conditions were best. The project is currently operating in two counties in Kentucky. Most calls have been for market information, with weather second. There has been considerable usage. It will be solely an Extension Service project when expanded to nine states next spring. Farmers will have to buy their own decoders and private corporations will fund county and state computers in exchange for advertisements on the screen.

The program was followed by the section's membership meeting where suggestions were solicited for future section activities and the work of the section's committees was described. [*Floris Flam*]

Business Reference Service Committee

At the committee's June 30 meeting on "Cost Effectiveness Analysis for Reference Departments," three speakers presented an introduction to the field of library cost studies, a methodology for measuring a particular service or function, and an insight into one recently completed survey of library reference departments.

Signe Larson of the U.S. Department of Housing and Urban Development library spoke of the need for thorough library cost analyses that have applicability to a wide variety of libraries. She maintained that if libraries do not measure their services in a systematic way, especially in this era of cost accountability, then they face the risk of a less sympathetic outsider measuring their worth. She reviewed a number of valuable studies that have appeared in the last 10 years and cited one in particular that impressed her: *Cost Analysis of Library Functions: A Total Systems Approach* by Betty Joe Mitchell, Norman E. Tanis, and Jack Jaffee (JAI Press, 1978). She felt it is valuable largely because it sets out a detailed system of functions and activities involved in reference services.

Helen Drinan of Wellesley, Mass., gave a brief history of the concept of measuring cost effectiveness and cost benefits. Her premise was that organizations studying a service or proposed service should take common-sense, adaptable steps of various models for cost benefits analysis and synthesize them to fit their

particular case. She then presented a model analysis for a project her firm prepared, going through a step-by-step procedure for analyzing and quantifying costs and other variables. She ended by offering these suggestions: approach any new project systematically, use a standard design plan each time, evaluate the data objectively, use primary sources of information as much as possible (especially involve other people in the organization), and present any decision to management with emotional detachment.

Paul Kantor of Tantalus, Inc., Cleveland, Ohio, gave two reasons for collecting cost benefit data: a job can be done well or poorly and both cost money, and, second, while a librarian more often thinks of benefits of a reference service, management more often thinks of costs. He offered his method of breaking down and measuring reference service benefits, using as an example his recent study of the reference departments of 16 science and technical libraries which answered his survey. He considered four areas of measurement: volume—how many requests are there, and how much time is spent on each; access—how easy or difficult is it to obtain a reference service or the material needed; availability—what is the chance that a user's need will be satisfied; and accuracy—how correct is the answer. He concluded by giving his suggestions for presenting data to an administrator. Numbers, or quantifiable facts, are useful, but should be reduced to a manageable few, and, second, one's performance should be compared to that of similar institutions. A short question-and-answer period followed the speakers.

[*Nancy E. Heiser*]

Cooperative Reference Services Committee

This committee's June 30 meeting took up the topic of "Library Users and Interlibrary Cooperation: The Reference Connection." Anne Lipow of the University of California, Berkeley, and Anne Seeley of Stanford University discussed the cooperative program between their universities' libraries designed to supplement local research collections by making those of both institutions easily accessible to eligible scholars on either campus. Faculty, academic staff, and graduate students can browse and borrow from the other institution's libraries, call ahead for information on holdings or availability of specific material and request its delivery to the main library on the home campus, and ride on the intercampus library shuttle service.

While there had been some earlier cooperative arrangements between the two institutions, the current program began in October 1976 with the appointment of a half-time coordinator at each institution. The program's four facets were analysis and correlation of collections, bibliographic access, movement of materials, and movement of patrons. It took three years to review and reformulate collection development policy statements for various disciplines or Library of Congress classes at each institution. Both libraries have RLIN terminals which show their recent holdings and each has the other's in-process file in some form. Transfer of materials has been rapid, with systems developed which result in one- to two-day response time. The most troublesome part of the program and most expensive has been the shuttle bus, with equipment, driver, and rider-generated problems.

The program has now been expanded so that undergraduates may use materials on site on the other campus and may borrow from it on interlibrary loan. In January, the coordinator positions ceased and their functions were distributed to various people in each library, causing some difficulties because of the lack of a central coordinating point on each campus.

Tina Roose of the Illinois North Suburban Library System (NSLS) talked about cooperative reference in general and her network in particular. NSLS is one of 18 locally organized, state-funded, statutorily authorized library systems which cover Illinois. There are more than 200 public, school, academic, and special libraries affiliated with it. Reference and research questions are referred from these libraries to the System Reference Service housed in the Skokie Public Library and from there, as necessary, to four research and reference centers (Southern Illinois University, Chicago Public Library, Illinois State Library, and University of Illinois) or three special reference centers (John Crerar Library, Northwestern University, University of Chicago). There have been workshops for the staffs of member libraries and evaluations of their collections to help build local library strength. NSLS has had a 550 percent increase in reference volume in five years (now approximately 5,000 requests per year), half answered the same day with an average of one-and-a-half hours per request. Free computer searches are done as appropriate, and the budget for computer searches is now twice that for books. [*Floris Flam*]

ISSN 0041-7904 *Key title:* Library of Congress information bulletin